

THE JAVAN COKER FOUNDATION

SAFEGUARDING POLICY

The JAVAN COKER FOUNDATION will work with children, young persons, vulnerable persons, parents and the community to maintain their safety at all times.

We will do this by:

- Recognizing that all children, young persons have the right to freedom from abuse and harm
- Promoting joint working with parents and carers in the interest of children's and young person's welfare
- Following safe recruitment procedures which will ensure everyone within the organization is carefully selected, vetted and has the relevant qualifications and experience.
- Ensuring that volunteers ,staff , Trustees are aware of and accept responsibility for helping to prevent the abuse of child
- Designating a Safeguarding Officer who takes specific responsibility for children's /young person's protection, safety and well-being
- Supporting volunteers/staff/trustees in bringing concerns to the Designated Safeguarding Officer
- Responding quickly and appropriately to all suspicions or allegations of abuse
- Providing parents, carers, young persons and children with the opportunity to voice any concerns they may have. This includes having knowledge of, and ensuring children/young persons have access to their preferred methods of communication and that staff/volunteers are trained in a variety of communication tools.
- Reviewing the effectiveness of the organization's Safeguarding Policy and Procedures yearly .
- Working in partnership with external organizations and professionals to ensure that children and young persons are protected.

Safeguarding disabled children/young persons

Any child with a disability is by definition a 'child in need' under Section 17 of the Children Act 1989. Disabled children can be more vulnerable to significant harm through physical, sexual, emotional abuse and / or neglect than children who do not have a disability. The presence of multiple disabilities increases the risk of abuse and neglect.

Safeguards for disabled children are essentially the same as for non-disabled children. Particular attention should be paid to promoting a high level of awareness of the risks of harm, high standards of practice, and awareness of barriers to communication which may make it difficult to tell others what is happening.

Where there are concerns about the welfare of a disabled child/young person, they should be acted upon in accordance with the guidance, in the same way as with any other child. We recognize that children with disabilities are at greater risk of abuse for a number of reasons including increased need for practical assistance and physical dependency, increased need for intimate care provided by a number of different carers, communication difficulties and lack of access to appropriate communication methods. Everyone who works with children/young persons will:

- Have important information about individual child/young person's presentation, needs and preferred methods of communication.
- Be particularly sensitive to changes in child/young person's behavior that may indicate possible abuse
- Will receive appropriate training in order to meet individual child/young person's needs

Procedures

All Trustees, volunteers and staff should be familiar with the leaflet about what to do if you're worried a child is being abused. (HM Government, March 2015)

Named person's role and responsibilities.

It is the role of the Designated Safeguarding Officer (DSO) to act as a source of support and guidance on all matters of child protection and safeguarding .In the absence of the DSO, volunteers /staff should report any concerns to the Deputy Safeguarding Officer who will act in accordance with this policy and the London Child Protection Procedures 2015 and will report back to the DSO.

Everyone in the organisation should know who the Designated Safeguarding Officer (DSO) is and how to contact them.

Designated Safeguarding Officer: Judith Akhidenor

Contact number: 07856705854

It is not the role of the Designated Safeguarding Officer to decide whether a child has been abused or not. This is the task of Children's/Adult Social Services who have the legal responsibility. But it is the responsibility of the Designated Safeguarding Officer to ensure that concerns are shared and appropriate action taken.

The designated member of staff is responsible for:

- Liaising with the Children's /adult Social Care
- Ensuring that all workers receive appropriate Safeguarding training so that they are up to-date with current legislation, policy and practice and are able to respond sensitively and appropriately to any child protection concerns.
- Ensuring that all staff new to the setting receives induction training to enable them to understand and adhere to the setting's policies
- Ensuring the safeguarding policies and procedures are maintained, up-to-date and are disseminated and adhered to by all staff.

Understanding and identifying abuse and neglect

The four main categories of abuse are **physical, sexual, emotional abuse** and **neglect**.

Physical Abuse

Physical abuse is deliberately physically hurting a child/young person. It might take a variety of different forms including hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child/young person. Physical abuse can also occur outside of the family environment.

Some possible signs of physical abuse:

- Unexplained injuries, for example, bruising, bite marks, burns and fractures, particular if recurrent.

- Improbable explanations given for injuries.
- Several explanations provided for an injury.
- Refusal to discuss injuries.
- Untreated injuries.
- Withdrawal from physical contact.
- Admission of punishment which seems excessive or inappropriate
- Shrinking from physical contact or flinching
- Fear of going home or of a parent/carer being contacted
- Fear of undressing or changing or being changed
- Fear of medical help
- Aggression/bullying
- Over-compliant behavior or a 'watchful attitude'
- Running away
- Significant changes in behavior with no explanation
- Unexplained patterns of hospital attendance
- Covering up i e .wearing seasonally inappropriate clothing
- Female genital mutilation- partial or total removal of the external female genitalia or injury to the female genital organs.

Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a child/young person. It can cause severe and persistent adverse effects on the child/young person's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children/young persons. These may include interactions that are beyond the child/young person's developmental capability, as well as over protection and limitation of exploration and learning, or preventing the child/young person participating in normal social interaction. It may involve seeing or hearing the ill treatment of another. It may involve serious bullying, causing children/young people frequently to feel frightened or in

danger, or the exploitation or corruption of children/young persons. Some level of emotional abuse is involved in all types of maltreatment of a child/young person, though it may occur alone.

Some possible signs of emotional abuse:

- Continual self-deprecation, low self esteem
- Inappropriate emotional responses to new, difficult or painful situations
- Self-harm (this can present in young children as well as older ones)
- Compulsive stealing, scrounging
- Obsessive behaviors such as rocking or thumb-sucking
- Detachment – ‘Don’t care’ attitude
- Social isolation – does not join in and does not have friends
- Attention-seeking behavior beyond what would be age appropriate
- Eating problems including lack of appetite or over-eating
- Depression, withdrawal
- Inability to concentrate
- Obsessive masturbation in public
- Acting out aggression between parents or talking about domestic violence at home
- Attaching inappropriately to strangers or people that they do not know well.

Sexual Abuse and Exploitation

Sexual abuse is any sexual activity with a child/young person. It involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in a sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is

not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children/young persons.

Some possible signs of sexual abuse:

- Continual or excessive masturbation.
- Asking if you will keep a secret if they tell you.
- Unexplained sources of money, sweets or presents.
- Reluctance to get changed for an activity.
- Chronic ailments such as stomach ache or headaches.
- Involving other children in sexual activity.
- Self-harm.
- Bruises, bites or marks on the body
- Scratches, abrasions or persistent infections in anal or genital regions
- Age-inappropriate sexual awareness, may be evident in play, drawings, vocabulary, writing or behavior towards children or adults
- Attempts to teach other children about sexual activity
- Attempting to coerce other children into sexualized games or behaviors
- Refusal to stay with certain people or to go to certain places
- Aggression, anger, anxiety, tearfulness

Sexual exploitation is a form of sexual abuse where children/young people are sexually exploited for money, power or status. It can involve violent, humiliating and degrading sexual assaults. In some cases, young people are persuaded or forced into exchanging sexual activity for money, drugs, gifts, affection or status. Consent cannot be given, even where a child/young person may believe they are voluntarily engaging in sexual activity with the person who is exploiting them. Sexual exploitation doesn't always involve physical contact and can happen online. A significant number of children/young people who are victims of sexual exploitation go missing from home, care and education at some point.

Some possible signs of sexual exploitation

- Children/young persons who appear with unexplained gifts or new possessions
- Children/young persons who associate with other young people involved in exploitation
- Children/ young persons who have older boyfriends or girlfriends
- Children/young persons who suffer from sexually transmitted infections or become pregnant
- Children/young persons who suffer from changes in emotional well-being
- Children/young persons who misuse drugs and alcohol
- Children/young persons who go missing for periods of time or regularly come home late
- Children/young persons who regularly miss school or education or don't take part in education

Neglect

Neglect is the persistent failure to meet a child/young person's basic physical and/or psychological needs, likely to result in the serious impairment of the child/young person's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child/young person is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child/young person from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child/young person's basic emotional needs. This could be when a child's/young person's personal or intimate requirements are ignored, not ensuring children/young people are safe, or exposure to undo cold, heat or unnecessary risk of injury.

Some possible signs of neglect:

- Constant or frequent hunger
- Small stature or growth or, in babies or young children/persons, not meeting milestones with no medical explanation
- Poor personal hygiene – in children or young persons this might present as always having nappy rash or regularly being left in dirty, soiled clothes/underwear
- Frequently being sent to college ,school or nursery when ill
- Inappropriate clothing (too large, too small, clothes for the opposite gender)
- Frequent lateness or non-attendance
- Medical needs not met or treatment not sought
- Low self-esteem, sense of unworthiness
- Poor social and peer relationships
- Constant tiredness or hunger
- Compulsive stealing or scrounging
- Constant lack of response or interest from parent/carer
- High and unusual levels of anxiety or being preoccupied

Bullying

Bullying can also be a category of abuse. Bullying is the abuse and/or intimidation by a person, people or an organisation against another or others. It may be a specific act or it may be institutional. It is an abuse of a perceived power relationship. Children/young people can also bully other children/young persons. Bullying may include verbal abuse and intimidation, acts of physical or sexual abuse and coercion, e-bullying, through texting, filming on mobiles and posting on social networks. Whatever its form it is unacceptable. It must be challenged and appropriately addressed.

Some possible signs of bullying:

- Reluctance to attend activities previously enjoyed.
- Tearfulness, depression, erratic emotions, loss of concentration.

- Stomach aches, headaches, difficulty in sleeping, bed-wetting, bruising, cuts scratches, damaged clothing, and bingeing on food, alcohol or cigarettes.
- Shortage of money, frequent loss of possessions.
- Asks for money or starts stealing (to pay bully/ies)
- Drop in performance.

Domestic Violence

Domestic violence is defined by the Home Office as:

“Any incident or pattern of incidents of controlling*, coercive** or threatening behavior, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. This can encompass, but is not limited to, the following types of abuse:

- Psychological
- Physical
- Sexual
- Financial
- Emotional

*Controlling behavior is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behavior.

**Coercive behavior is: an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.’

This definition includes so called 'honour' based violence, female genital mutilation (FGM) and forced marriage, and is clear that victims are not confined to one gender or ethnic group.

All agencies need to work together to identify and protect these children/young people.

It has been widely understood for some time that coercive control is a core part of domestic violence and it is important to recognize coercive control as a complex pattern of overlapping and repeated abuse perpetrated within a context of power and control.

The main characteristic of domestic violence is that the behaviour is intentional and is calculated to exercise power and control within a relationship. Seeing or overhearing violence to another person in the home has adverse effects on a child's development and welfare. Unborn children are also at increased risk; domestic violence is a prime cause of miscarriage, still birth, premature birth, fetal psychological damage, fetal physical injury and fetal death.

Children of all ages living with a parent, most often the mother, who is experiencing domestic violence, are vulnerable to significant harm through physical, sexual, emotional abuse and / or neglect.

The legal definition of significant harm includes "the harm that children/young people suffer by seeing or hearing the ill-treatment of another, particularly in the home".

Female Genital Mutilation (FGM)

The World Health Organisation defines FGM as: "all procedures (not operations) which involve partial or total removal of the external female genitalia or injury to the female genital organs whether for cultural or other non-therapeutic reasons"

FGM is a criminal offence in the UK. It is also illegal to take a child/young person abroad to undergo FGM. A child/young person for whom FGM is planned is at risk of significant harm through physical and emotional abuse.

Where a child/young person is thought to be at risk of FGM, workers need to act quickly before the child/young is abused through the FGM procedure in the UK or taken abroad to undergo the procedure.

Spirit Possession or Witchcraft

Spirit possession is when parents, families and the child/young person believe that an evil force has entered a child/young person and is controlling them; the belief includes the child/young person being able to use the evil force to harm others.

A child/young person may suffer emotional, physical and sexual abuse and neglect if they are labelled and treated as being possessed with an evil spirit. Significant harm may occur when an attempt is made to 'exorcise' or 'deliver' the evil spirit from the child. Dismissing the belief may be harmful to the child/young person involved.

Forced Marriage

Forced marriage, as distinct from a consensual arranged one, is a marriage conducted without the full consent of both parties and where duress is a factor. Duress cannot be justified on religious or cultural grounds. A child/young person who is being forced into marriage is at risk of significant harm through physical, sexual and emotional abuse.

Suspicious signs that a child/young person may be forced into marriage include: A family history of older siblings leaving education early and marrying early; depressive behaviour including self-harming and attempted suicide; being kept at home by their parents; being unable to complete their education; a child/young person's personal ways being accompanied including to school and doctors' appointments; a child/young person talking about an upcoming family holiday that they are worried about; a child directly disclosing that they are worried they will be forced to marry.

Where a suspicion or allegation of forced marriage or intended forced marriage is raised, there may be only one opportunity to speak to a potential victim, so an appropriate initial response is vital. Volunteers/staff-workers should not minimize the potential risk of harm or attempt to be a mediator. They should contact the Designated Safeguarding Officer immediately.

Honour Based Violence

The Metropolitan Police definition of so-called honour based violence is: 'a crime or incident, which has or may have been committed to protect or defend the honour of the family and/or community'. Honour based violence cuts across all cultures and communities.

The perceived immoral behaviour which could precipitate a murder include: Inappropriate make-up or dress; the existence of a boyfriend; kissing or intimacy in a public place; rejecting a forced marriage; pregnancy outside of marriage; being a victim of rape; interfaith relationships; leaving a spouse or seeking divorce.

A child/young person who is at risk of honour based violence is at significant risk of physical harm (including being murdered) and/or neglect, and may also suffer significant emotional harm through the threat of violence or witnessing violence directed towards a sibling or other family member.

Murders in the name of 'so-called honour' are often the culmination of a series of events over a period of time and are planned. These include: House arrest and excessive restrictions; denial of access to the telephone, internet, passport and friends; threats to kill; pressure to go abroad. There tends to be a degree of premeditation, family conspiracy and a belief that the victim deserved to die.

When receiving a disclosure from a child/young person, volunteers/staff-workers should recognise the seriousness / immediacy of the risk of harm.

Vulnerability of Disabled Children/young persons.

Research indicates that children/young persons with special educational needs or disabilities are more vulnerable to abuse. This may be for the following reasons:

- Attitudes and assumptions can lead to the denial or failure to report abuse
- Reluctance to challenge carers – misplaced empathy
- Seeing abuse as attributable to the stress and difficulties of caring for a disabled child/young person.
- Beliefs that abuse does not impact on disabled children/young person in the same way
- Double standards – unsatisfactory situations accepted for disabled children/young person.
- Dependency – exposure to a wide range of carers for personal and intimate care
- Isolation – easier for abuse and neglect to remain hidden
- Lack of participation and choice in decision making – disempowered and less likely to complain
- Especially vulnerable to bullying and intimidation
- Behaviors misconstrued as part of child/young person's disability
- Communication barriers – may make it difficult to tell others what is happening
- Judgements made about a child'/young person's ability to communicate not based on accurate information and specialist advice
- Child or young person's preferred method of communication not recognised / equipment and / or facilitation not available
- Communication aids don't contain the necessary words to help a child describe an experience of abuse

In addition to the above some possible signs of abuse for disabled children /young persons are:

- Bruising on sites that may not be concerning on a non-disabled child/young person
- Not getting enough help with feeding
- Over or under medicating
- Poor hygiene and personal care arrangements
- Rough handling / excessive restraint
- Lack of stimulation
- Unwillingness to learn a child/young person's means of communication
- Ill-fitting equipment / invasive procedures which are unnecessary or carried out against the child's will

Safeguarding is' **every bodies business** ' We all have a statutory duty to notify agencies if we have a concern about children's safety and welfare (Working Together to Safeguard Children 2015).

Managing a 'disclosure'

Staff/volunteer – workers should:

- Stay calm and listen to the child/young person.
- Ask questions for clarification only. Avoid asking questions that suggest a particular answer.
- Consider how to explain to the child/young person about our policies and procedures so that they know what is going to happen
- Tell them who you are going to tell so that they can be made safe – children/young person may fear that what they have said will be passed on to everyone and they need to know that this will not be the case
- Control expressions of panic or shock

- Use the child/young person's language or vocabulary
- Offer comfort bearing in mind the age and needs of the child/young person
- Tell them that they were right to tell you and it was not their fault and they are not bad
- Do not be tempted to give false reassurances to the child/young person but tell them that you will do your best to protect or help them
- As soon as possible take care to record in writing what was said using the child/young person's own words. Record the date, time, setting, any names mentioned, to whom the information was given and other people present. Sign and date the record
- Record any subsequent events and actions
- It is not your responsibility to decide if a child/young person has been abused. Any disclosure must be raised with the Designated Safeguarding Person.

Training

All workers (volunteers/staff /Trustees) in this organisation will regularly access appropriate safeguarding training (depending on their level of responsibility) to ensure their knowledge is up to date on safeguarding issues

Safer recruitment

Safe recruitment and selection practice is vital to safeguarding and protecting children/young persons.

- All staff and volunteers will be carefully selected.
- DBS checks

will be carried out in accordance with legislation for all staff, volunteers and Trustees before they will be allowed to work with us.

- DBS disclosures will be recorded in staff files.

- All new members of staff, volunteers, will complete the induction process and sign to agree they have understood our policies, procedures, and safeguarding practices.

DECEMBER 2019

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(TO BE REVIEWED ANNUALLY)